

## **Exhibit D**

## Customary and Comparable Compensation Disclosures

Category of Timekeeper	BLENDED HOURLY RATE	
	Billed by timekeepers in Denver and San Francisco Offices, Excluding Bankruptcy <sup>1</sup>	Billed in this Application
Partner	\$963.12	\$880.01
Counsel	\$880.35	\$766.75
Senior Associate (7 years or more since first admission)	\$720.16	\$681.48
Mid-level Associate (4-6 years since first admission)	\$582.98	\$583.24
Junior Associate (0-3 years since first admission)	\$475.42	\$474.25
Senior Paralegal	\$342.60	\$313.51
Paralegal	\$294.90	\$258.01
Other	\$266.43	\$233.75
Research Services	\$275.00	\$273.21
All Attorneys	\$756.44	\$645.51
All Paraprofessionals	\$327.50	\$311.98
<b>All timekeepers aggregated</b>	<b>\$658.96</b>	<b>\$616.16</b>

<sup>1</sup> In accordance with the *Guidelines for Reviewing Applications for Compensation and Reimbursement of Expenses Filed under 11 U.S.C. § 330 by Attorneys in Larger Chapter 11 Cases*, effective November 1, 2013, preceding year is a rolling 12 months year ending July 1, 2020; blended rates reflect work performed in preceding year in Morrison & Foerster's Denver and San Francisco offices in which timekeepers collectively billed at least 10% of the hours to the case during the application period, excluding all data from bankruptcy law matters.